

Observe behavior. Establish a baseline. Frame the first bet.

A facilitated workshop for behavior mapping, outcome clarity, signal inventory, decision reflection, leadership attention, and one bounded ODM adoption bet.

What this workshop produces

Move from information sharing to shared understanding, explicit tradeoffs, and decisions.

01

Behavior Map

Recurring management behavior and focus

02

Outcome Snapshot

Shared success and measurable evidence

03

Signal Inventory

Keep, simplify, add, and stop

04

Adoption Bet

Behavior change, evidence, owner, and review

The leadership conversation

Use these questions to focus attention where leadership can change the outcome.

01 Are we achieving the outcomes that matter?

02 Do we understand our current operational reality?

03 What risks threaten successful delivery?

04 Where should leadership focus attention right now?

05 **What decisions will create the greatest positive impact?**

Keep the whole system in view

Interpret evidence across domains before deciding where to intervene.

01

Strategic Outcomes

Business, customer, product, strategy

02

Execution Health

Predictability, milestones, dependencies,
capacity

03

Engineering Excellence

Quality, reliability, debt, platform

04

Customer Signals

Adoption, satisfaction, escalations, feedback

05

Organizational Effectiveness

Team health, talent, alignment, efficiency

Map current behavior

Describe what the management system repeatedly does today.

PROMPTS

- What must become different?
- Who experiences the change?
- What is leading evidence?
- What is lagging proof?
- Who owns the outcome?

WORKBOOK OUTPUT

Current Management Behavior Map

Recurring forums
Management artifacts
Primary focus
Observed effect
Behavior to examine

Test outcome clarity

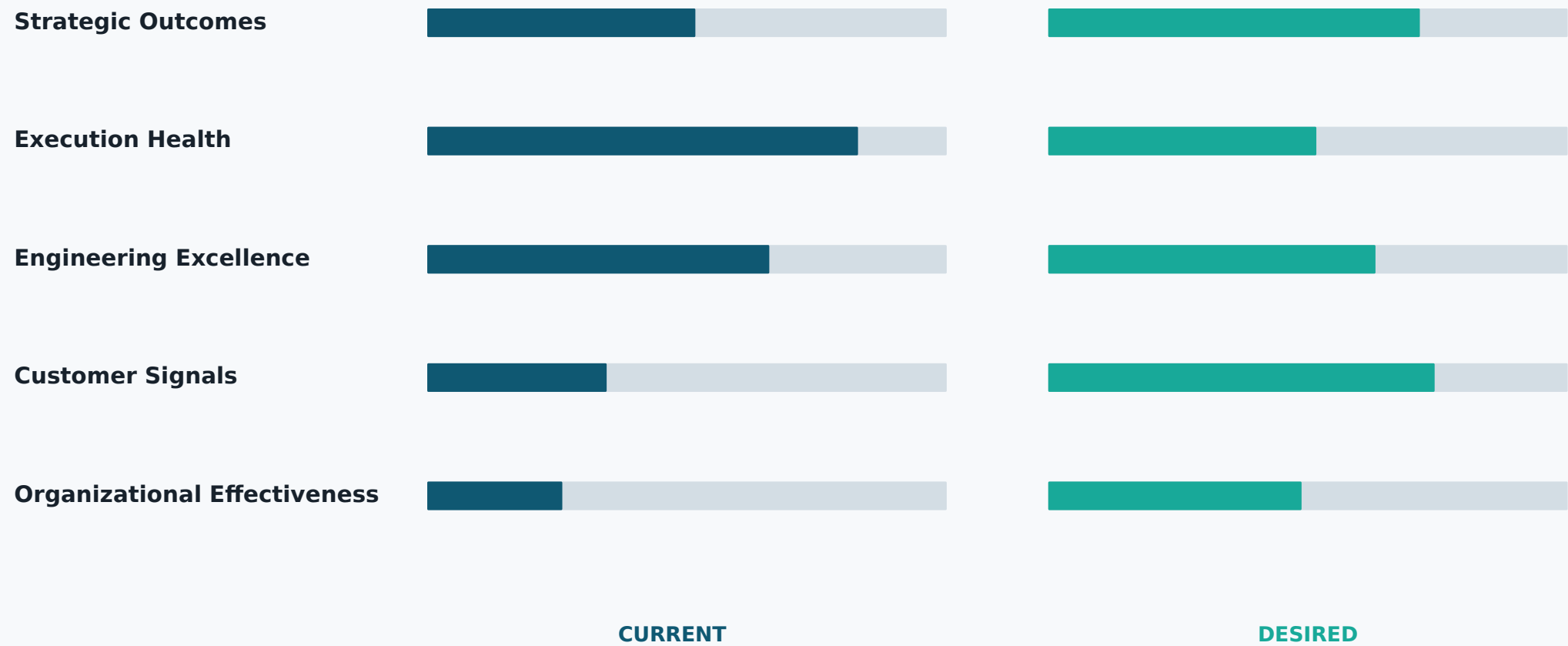
Test whether one important initiative has a shared definition of success.



Observe → Interpret → Decide

Audit signals and attention

Separate actionable evidence from noise and identify one attention shift.



EXERCISE 4

Reflect on decision flow

Reveal ownership, evidence, latency, and next-learning gaps.

Decision

What choice is required?

Owner

Who has authority?

Evidence

What increases confidence?

Alternatives

What else was considered?

Risks & tradeoffs

What is accepted?

Next evidence

What will we learn next?

Frame the adoption bet

Bound the behavior change, evidence, context, owner, and review point.

Commitment	What will change?
Owner	Who is accountable?
Evidence	What will indicate progress?
Review	When will we decide?